

§ 1918.100

section are met if a label or other acceptable marking is affixed in accordance with OSHA's Hazard Communication Standard (29 CFR 1910.1200).

(e) For the purposes of this section, the term "hazardous material" has the same definition as in the Hazardous Materials Regulations (49 CFR parts 171 through 180).

§ 1918.100 Emergency action plans.

(a) *Scope and application.* This section requires all employers to develop and implement an emergency action plan.¹⁴ The emergency action plan shall be in writing (except as provided in the last sentence of paragraph (e)(3) of this section) and shall cover those designated actions employers and employees must take to ensure employee safety from fire and other emergencies.

(b) *Elements.* The following elements, at a minimum, shall be included in the plan:

(1) Emergency escape procedures and emergency escape route assignments;

(2) Procedures to be followed by employees who remain to operate critical operations before they evacuate;

(3) Procedures to account for all employees after emergency evacuation has been completed;

(4) Rescue and medical duties for those employees who are to perform them;

(5) The preferred means of reporting fires and other emergencies; and

(6) Names or regular job titles of persons or departments that can be contacted for further information or explanation of duties under the plan.

(c) *Alarm system.* The employer shall establish an employee alarm system that provides warning for necessary emergency action or for reaction time for safe escape of employees from the workplace or the immediate work area, or both.

(d) *Evacuation.* The employer shall establish the types of evacuation to be used in emergency circumstances.

(e) *Training.* (1) Before implementing the emergency action plan, the employer shall designate and train a suffi-

¹⁴When an employer directs his employees to respond to an emergency that is beyond the scope of the Emergency Action Plan, a plan developed in accordance with § 1910.120(q) of this chapter shall apply.

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cient number of persons to assist in the safe and orderly emergency evacuation of employees.

(2) The employer shall review the plan with each employee covered by the plan at the following times:

(i) Initially when the plan is developed;

(ii) Whenever the employee's responsibilities or designated actions under the plan change; and

(iii) Whenever the plan is changed.

(3) The employer shall review with each employee upon initial assignment those parts of the plan that the employee must know to protect the employee in the event of an emergency. The written plan shall be kept at the workplace and made available for employee review. Employers with 10 or fewer employees may communicate the plan orally to employees and need not maintain a written plan.

[62 FR 40202, July 25, 1997, as amended at 65 FR 40946, June 30, 2000]

Subpart J—Personal Protective Equipment

§ 1918.101 Eye and face protection.

(a) The employer shall ensure that:

(1)(i) Employers must ensure that each employee uses appropriate eye and/or face protection when the employee is exposed to an eye or face hazard, and that protective eye and face devices comply with any of the following consensus standards:

(A) ANSI Z87.1–2003, "American National Standard Practice for Occupational and Educational Eye and Face Protection," which is incorporated by reference in § 1918.3;

(B) ANSI Z87.1–1989 (R1998), "American National Standard Practice for Occupational and Educational Eye and Face Protection," which is incorporated by reference in § 1918.3; or

(C) ANSI Z87.1–1989, "American National Standard Practice for Occupational and Educational Eye and Face Protection," which is incorporated by reference in § 1918.3.

(ii) Protective eye and face protection devices that the employer demonstrates are at least as effective as protective eye and face protection devices that are constructed in accordance with one of the above consensus

standards will be deemed to be in compliance with the requirements of this section.

(2) For an employee wearing corrective glasses, eye protection equipment required by paragraph (a)(1) of this section shall be of the type that can be worn over glasses. Prescription-ground safety lenses may be substituted if they provide equivalent protection.

(b) Eye protection shall be maintained in good condition.

(c) Used eye protection shall be cleaned and disinfected before issuance to another employee.

[62 FR 40202, July 25, 1997, as amended at 74 FR 46361, Sept. 9, 2009]

§ 1918.102 Respiratory protection.

(See § 1918.1(b)(8)).

[65 FR 40946, June 30, 2000]

§ 1918.103 Head protection.

(a) The employer shall ensure that each affected employee wears a protective helmet when working in areas where there is a potential for injury to the head from falling objects.

(b)(1) The employer must ensure that head protection complies with any of the following consensus standards:

(i) ANSI Z89.1-2003, "American National Standard for Industrial Head Protection," which is incorporated by reference in § 1918.3;

(ii) ANSI Z89.1-1997, "American National Standard for Industrial Head Protection," which is incorporated by reference in § 1918.3; or

(iii) ANSI Z89.1-1986, "American National Standard for Personnel Protection—Protective Headwear for Industrial Workers—Requirements," which is incorporated by reference in § 1918.3.

(2) Head protection devices that the employer demonstrates are at least as effective as head protection devices that are constructed in accordance with one of the above consensus standards will be deemed to be in compliance with the requirements of this section.

(c) Previously worn protective hats shall be cleaned and disinfected before issuance by the employer to another employee.

[62 FR 40202, July 25, 1997, as amended at 74 FR 46361, Sept. 9, 2009]

EFFECTIVE DATE NOTE: At 77 FR 37600, June 22, 2012, § 1918.103 was amended by revising paragraph (b)(1), effective Sept. 20, 2012. For the convenience of the user, the revised text is set forth as follows:

§ 1918.103 Head protection.

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(b)(1) The employer must ensure that head protection complies with any of the following consensus standards:

(i) American National Standards Institute (ANSI) Z89.1-2009, "American National Standard for Industrial Head Protection," incorporated by reference in § 1918.3;

(ii) American National Standards Institute (ANSI) Z89.1-2003, "American National Standard for Industrial Head Protection," incorporated by reference in § 1918.3; or

(iii) American National Standards Institute (ANSI) Z89.1-1997, "American National Standard for Personnel Protection—Protective Headwear for Industrial Workers—Requirements," incorporated by reference in § 1918.3.

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§ 1918.104 Foot protection.

(a) The employer shall ensure that each affected employee wears protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects or objects piercing the sole.

(b)(1) The employer must ensure that protective footwear complies with any of the following consensus standards:

(i) ASTM F-2412-2005, "Standard Test Methods for Foot Protection," and ASTM F-2413-2005, "Standard Specification for Performance Requirements for Protective Footwear," which are incorporated by reference in § 1918.3;

(ii) ANSI Z41-1999, "American National Standard for Personal Protection—Protective Footwear," which is incorporated by reference in § 1918.3; or

(iii) ANSI Z41-1991, "American National Standard for Personal Protection—Protective Footwear," which is incorporated by reference in § 1918.3.

(2) Protective footwear that the employer demonstrates is at least as effective as protective footwear that is constructed in accordance with one of the above consensus standards will be